Headquarters U.S. Air Force

Integrity - Service - Excellence

AF M&S Requirements For AF M&S ADL Model Program

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Agenda

- Background
- Education and Training Tiger Team(ETTT)
  - Planning Process
  - Requirements Analysis
  - Product (Matrix of 35 Core LOs)
- ETTT Implementation Strategy
- Instructional Program Strategy
- Issues, Challenges and Opportunities
- Summary

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Background

- AF M&S Four-Star Summit
  - Deficiency: Building AF M&S Expertise
- Requirements
  - Identified from the Air Force Modeling and Simulation Education and Training Tiger Team (ETTT) effort (Oct 98-Dec 99)
  - Approved by Maj Gen Hess on 14 Jan 00
- Purpose of ETTT
  - Identify AF M&S organizations, core M&S education and training requirements, existing education and training opportunities and shortfalls
- Target Audience
  - Newly Assigned AF Personnel (Military and Civilian) to M&S Positions

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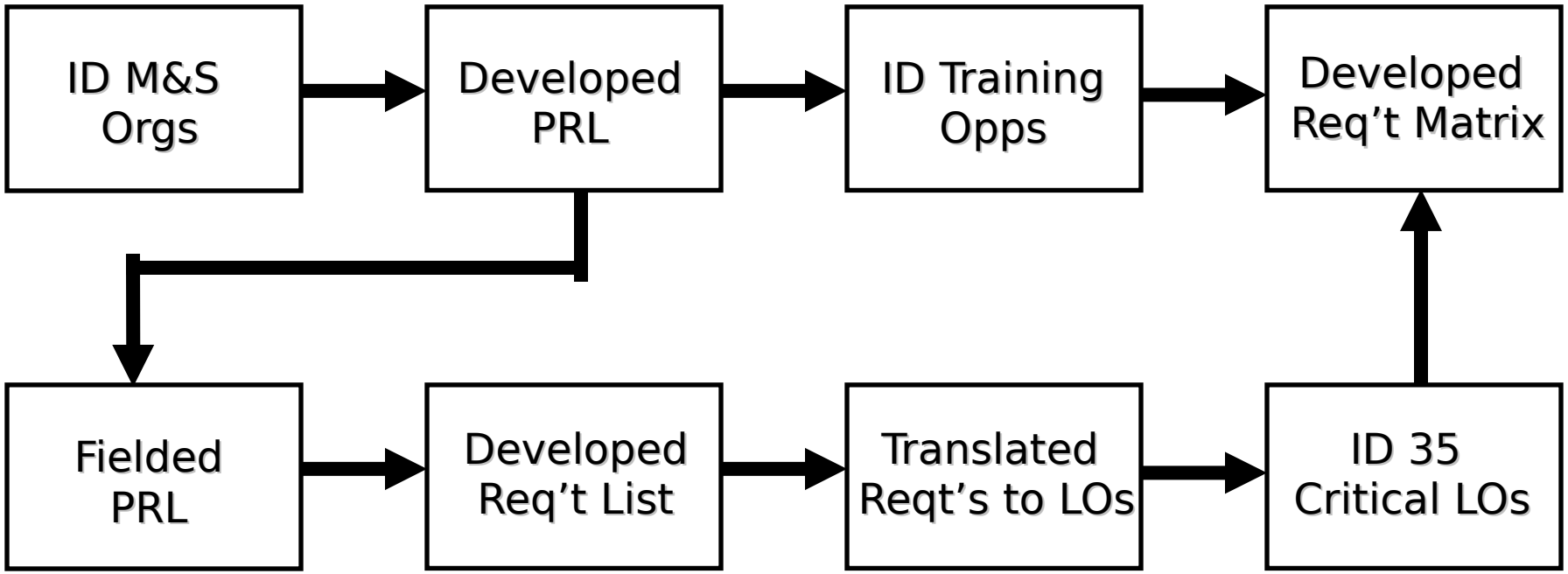
ETTT Membership

- **Primary:**
  - AFAMS - (Chair)
  - AETC - (XPRT, AFWI, AFIT, AFIADL)
  - IST/UCF - (Educational Advisor)
- **Participants:**
  - Air Staff/AF Secretariat's office
  - MAJCOMs
  - FOAs/DRUs and Others

Air Force M&S Education and Training Planning Process



PRL = Preliminary Requirement List
LO = Learning Objectives

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Preliminary Requirements List

- Initial survey of requirements developed based on ETTT discussion, literature review and experience with similar M&S education programs
- Preliminary requirements list consisted of 125 preliminary M&S requirement topics
- Sent to AFMSAWG 24 May 99
- Membership asked to review/verify/edit list for needs of the M&S novice

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Basic Learning Objectives

- **Analysis of survey responses yielded 113 M&S requirements**
- **Survey results were converted into 113 basic and advanced learning objectives**
- **Learning Objectives consisted of 3 types (knowledge, comprehension & application)**
- **AFMSAWG representatives asked to review, comment and prioritize list into top 35**
- **Received formal responses, Nov-Dec 99**

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Matrix of Core Learning Objectives With Candidate Reference Materials

- **AFAMS Study Team reviewed input and produced list of top 35 AF M&S Learning Objectives**
- **List includes:**
  - 14 LOs on M&S basics
  - 4 LOs on policy
  - 2 LOs on organization
  - 9 LOs on sim development
  - 3 LOs on M&S applications
  - 3 LOs on M&S support activities
- **List of potential educational opportunities and references arrayed in final matrix**

AF MS&A Education and Training Tiger Team (ETTT) Implementation Strategy: FEA

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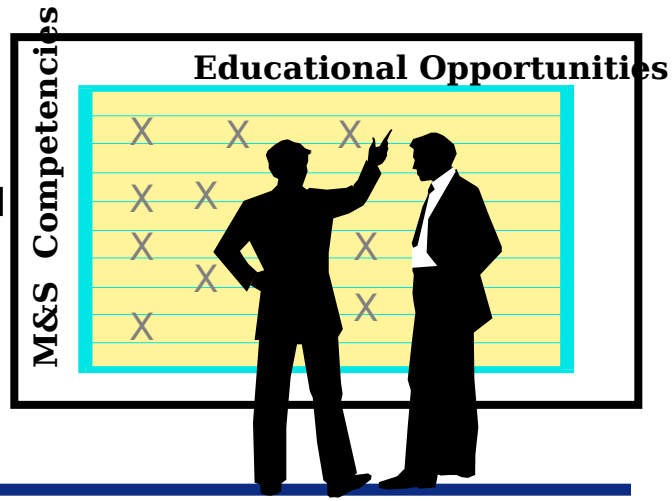
- **Identify Requirements**
- **Derive Learning Objectives**
- **Establish Competencies**
- **Determine Basic, Intermediate and Advanced**
- **Identify education/training opportunities**
- **Brief Recommendations to AFMSAWG**

AF MS&A Education and Training Tiger Team (ETTT)
Implementation of Strategy: Design

- Design and Develop Non-Traditional ADL M&S Education Program
- Adopt distributed management methodology
- Leverage off existing Programs
- Establish centralized certification process
- Develop individual development plans
  - Assessment of individual
  - Geographic location
  - Job assignment
  - Preference in learning opportu



Instructional Program Strategy

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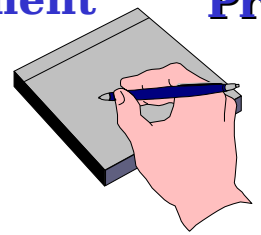
Diagnostic Assessment



Individual Training Profile

Individual Training Program

Assignment

RESEARCH

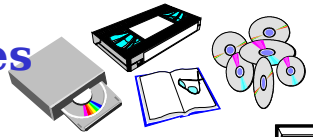
WINGS

OPTIONS

Analysis

Centrally Managed

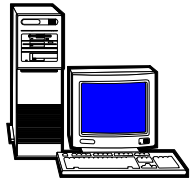
Distributed Learning



Conferences & Activities

Multi-Media

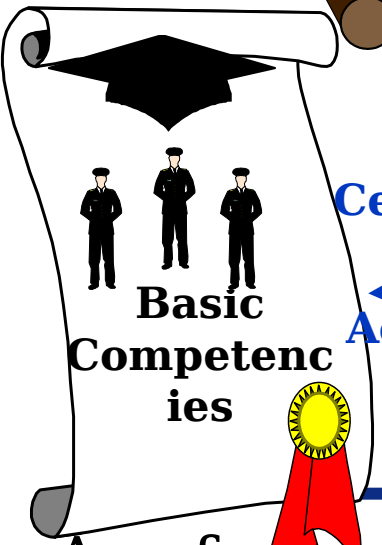
Written



Electronic

UNIVESITY

AWC



Basic Competencies

Certified

Acredited

SISO

Simulation Interoperability Standards Organization

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DMSO

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AF MS&A Education and Training Tiger Team (ETTT) Challenges

- **Diversity of audience**
- **Lack of existing and relevant education/training opportunities**
- **Implementation of certification**
- **Execution timeliness**
- **Necessary actions to implement instructional strategy**
- **Funding**

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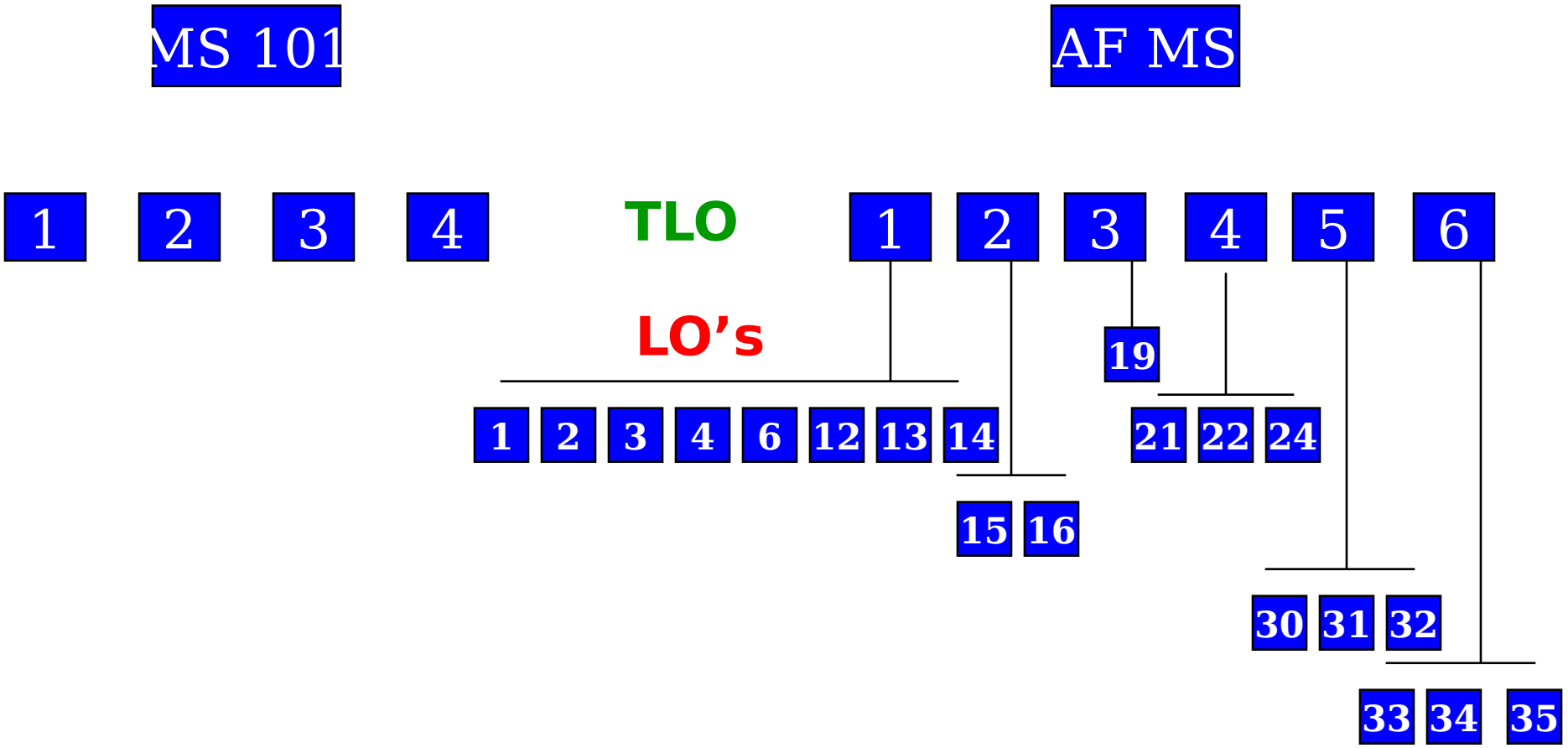
Changes, Partnerships and Leveraging Solutions Since AFAMSWG

- Joint Funding from Joint ADL CO-LAB
- Opportunity to Leverage off DoD MS 101 Tutorial
- Several changes in the AF MS&A Caucus Structure
- Coordination on new DoD Policies
- Necessary actions to implement instructional strategy

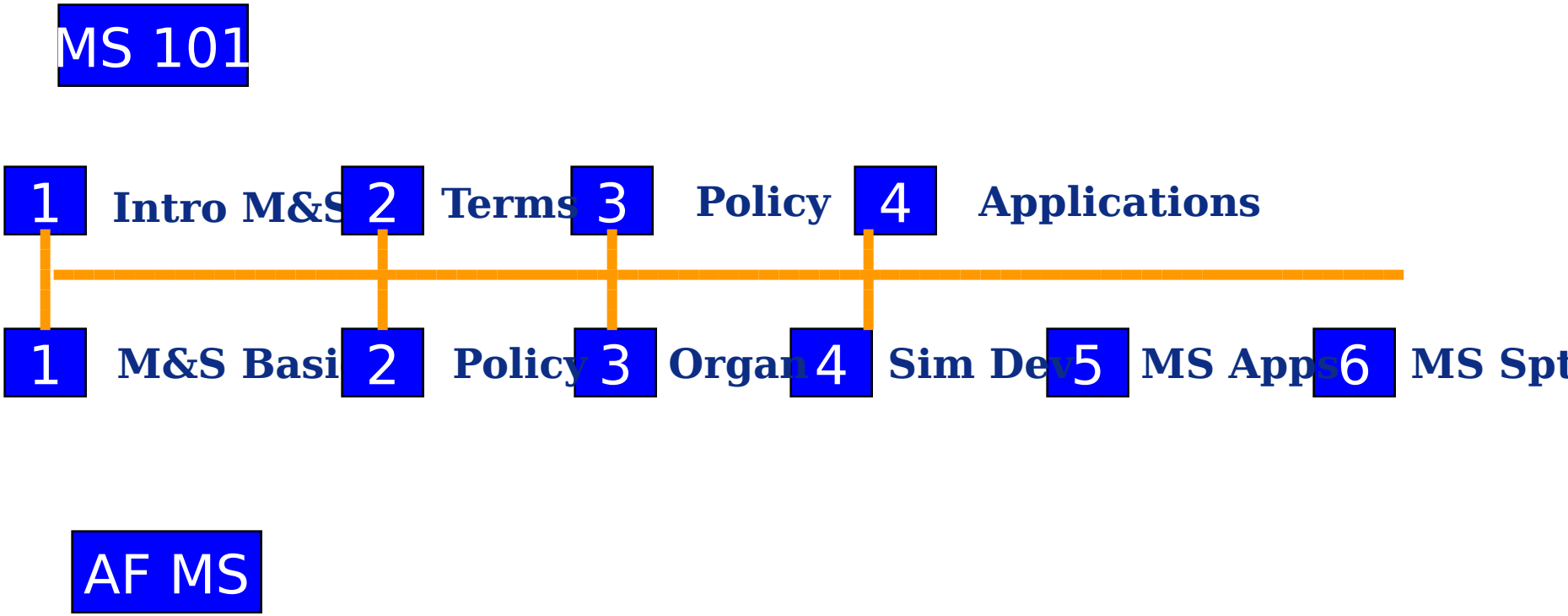
Initial Analytic Sorting of LO

- **Total list examined for Initial Priority**
- **Reduced to 20 ”Knowledge Only” Candidates**
- **Next cross referenced against MS 101 modules**
- **Results indicate 11 LO can be totally or partially leveraged from 101**
- **Prime Warrior provides initial content for remainder; supplemented with key directives; e.g. AF M&S Master Plan.**
- **See LO Handouts**

Learning Objectives Map



Design Strategy



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Summary

- **Background on generation of requirements**
- **Education and Training Tiger Team (ETTT) Planning Process and requirements analysis process**
- **The Program Instructional Strategy and Non-Traditional Approach**
- **The Merging and Leveraging of DoD ADL activities**
- **Issues, Challenges and Opportunities**